

Career Guidance Workshop

September 26, 2014

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What Students Would Have Done Differently To Be Successful in Today's Labor Market

Been more careful about selecting a major in college

Done more internships or worked part time

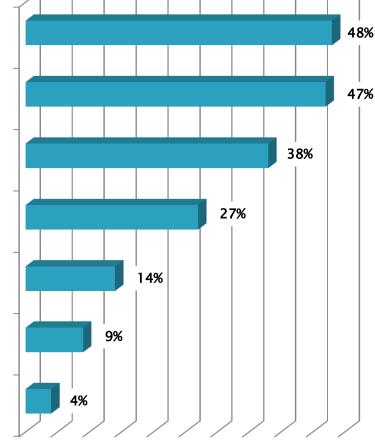
Would have started looking for work much sooner (while still in college)

Would have taken more classes to prepare for a career

Would have gone to a different college

Something else

Would not have gone to college





Source: *Unfulfilled Expectations: Recent College Graduates Struggle in a Troubled Economy*, John J. Heldrich Center for Workforce Development, Rutgers University, May 2011

So we need information to make intelligent decisions...

Information such as:
Population
Labor force
Educational data
Industries
Occupations
Wages

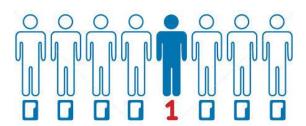
So you can know what's coming through your doors!



Population

	SC	US
2012 Total Population	4,630,351	309,138,711
Under 5 years old	6.5%	6.5%
5-24 years old	27.2%	27.4%
25-64 years old	52.5%	52.9%
65 years old and over	13.8%	13.2%
White	67.1%	74.2%
African American/Black	27.9%	12.6%
Other	5.0%	13.2%
Hispanic/Latino	5.0%	16.4%
Language other than English spoken at home, age 5+	6.8%	20.5%
HS graduate or higher, age 25+	84.0%	85.7%
Bachelor's or higher, age 25+	24.6%	28.5%
Veterans (Age 18+)	11.3%	9.3%
Median household income, 2010-12	43,490	53,046
Persons below the poverty level, 2010-12	18.5%	14.9%

Source: US Census Bureau, American Fact Finder



Labor Force Information



First, a few definitions...

Employed: Persons 16 years old or older who worked for pay (at least one hour) any time during the week that included the 12th of the month.

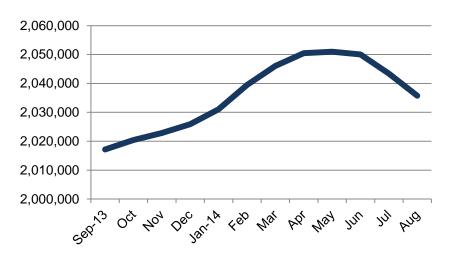
<u>Unemployed</u>: Persons 16 years old or older who are not working but want a job, and are able and willing to work.

<u>Labor Force</u>: Employed plus unemployed.

<u>Unemployment Rate</u>: Unemployment divided by labor force.

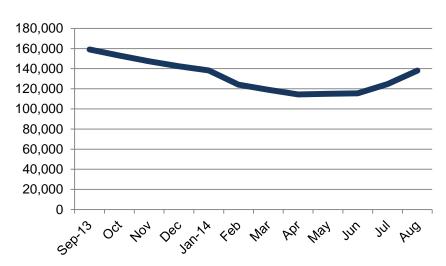
Employment & Unemployment in SC

(Last 12 Months)



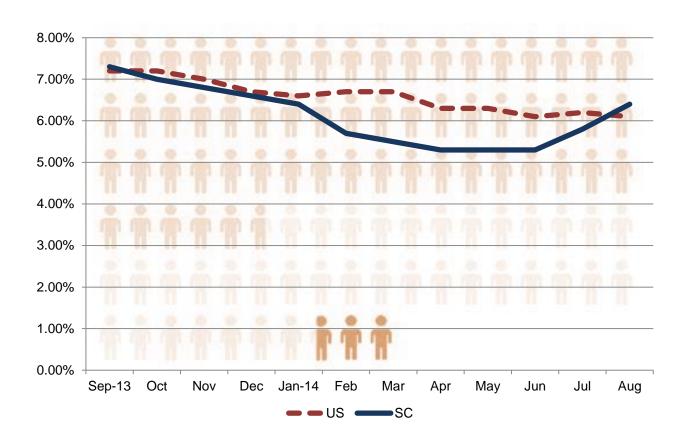






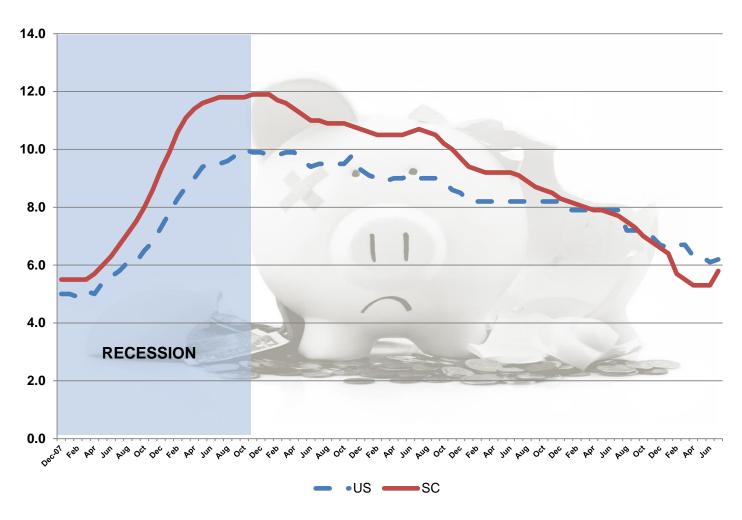
Source: SC DEW, Local Area Unemployment Statistics program

SC and US Unemployment Rates (Last 12 Months)



Source: SC DEW, Local Area Unemployment Statistics program

Unemployment Rates with Recession

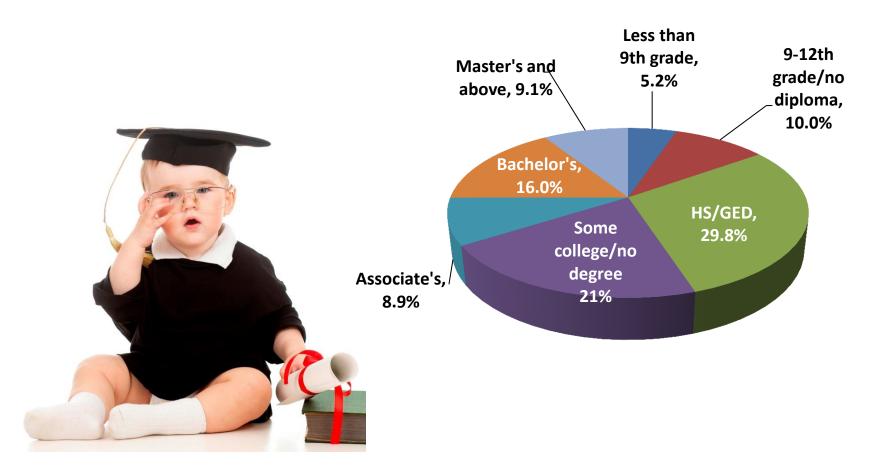


Source: SC DEW, Local Area Unemployment Statistics program



Educational Attainment

Population 25 years old and older, SC, 2012

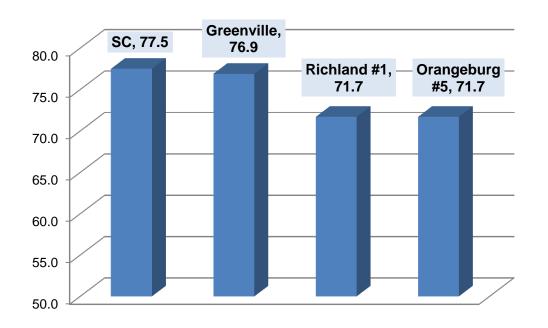




Graduation Rate

The SC Department of Education defines the graduation rate as "the number of students who graduate in 4 years with a regular diploma divided by the number of students in the adjusted cohort for the graduation class."

Graduation Rates, 2012-13



	African-			
	White	Amer.	Asian	Hispanic
SC	79.8	74.5	87.3	73.2
Greenville	81.1	68.7	93.8	71.1
Richland 1	79.1	69.7	76.0	72.0
Orangeburg 5	82.4	71.3	0.0	0.0



Effect of Dropouts

According to "In This Together: The Hidden Cost of Young Adult Unemployment" (Jan. 2014):

- ➤ Each unemployed 25-34 year old will cost government \$9,875 per year in lost tax revenue and benefits paid.
- ➤ The average tuition and fees for an in-state public college is \$8,093 per year.
- ➤ We lose more money on youth unemployment than it would cost to send them to college!

Full report can be found at http://wtb.wa.gov/Documents/3.YoungInvicibles.pdf.

Need help with dropout prevention?

Jobs for America's Graduates (JAG)

JAG is a national non-profit organization which prevents school dropouts among youth facing challenges in career advancement opportunities.

In our state, JAG-SC is a proven dropout prevention program assisting some of our state's most deserving youth in graduating from high school and reaching their goals.

JAG-SC served 1,400 students in 24 schools in 2013 by providing middle school (grades 6-8) and multi-year high school (grades 9-12) model programs.

For more information, contact:
Elaine Midkiff
SC Dept. of Employment and Workforce
emidkiff@dew.sc.gov
803-737-0214



Chosen Career Clusters in SC, 2012

Cluster	% of Students
Health Science	23.0%
Arts, Audio/Video Technology and Communications	14.7%
Science, Technology, Engineering and Mathematics	11.8%
Law, Public Safety, Corrections and Security	7.5%
Human Service	6.4%
Business, Management and Administration	6.4%
Education and Training	6.0%
Architecture and Construction	4.4%
Transportation, Distribution, and Logistics	3.8%
Agriculture, Food and Natural Resource	3.3%
Government and Public Administration	3.2%
Information Technology	3.1%
Hospitality and Tourism	2.6%
Manufacturing	2.0%
Marketing, Sales and Service	1.1%
Finance	0.9%

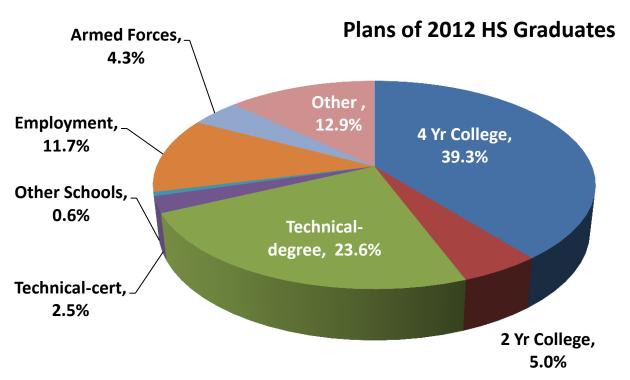
Note: Students may declare more than one cluster or major on an e-IGP; only the first cluster or major chosen is used for reporting.



^{*}Declared clusters for students declaring a specific cluster on their primary e-IGP for 2011-2012 year; source: SC Dept of Education



After High School...



Source: http://ed.sc.gov/agency/rda/documents/2011-12CollegeFreshmanReport.pdf

What about college graduates?

The top 15 college majors in SC, 2013

Business, Management, Marketing, and Related

Health Professions

Education

Liberal Arts/General Studies/Humanities

Engineering/Engineering technologies

Biology

Social Science

Psychology

Visual/Performing Arts

Mechanic/Repair Technology

Computer and IT

Security and Protective Services

Communication, Journalism

Public Administration/Social Services

Parks, Recreation, Leisure, Fitness



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Jobs by Industry

Industry Employment in SC, 1st Quarter 2014				
	#	%		
Health Care and Social Assistance	243,145	13.1%		
Retail Trade	232,202	12.5%		
Manufacturing	226,615	12.2%		
Accommodation and Food Services	190,204	10.3%		
Educational Services	170,021	9.2%		
Administrative and Waste Services	144,522	7.8%		
Public Administration	110,465	6.0%		
Professional and Technical Services	86,210	4.7%		
Construction	80,376	4.3%		
Wholesale Trade	67,343	3.6%		
Finance and Insurance	67,090	3.6%		
Transportation and Warehousing	59,010	3.2%		
Other Services, Ex. Public Admin	48,590	2.6%		
Information	27,839	1.5%		
Arts, Entertainment, and Recreation	26,616	1.4%		
Real Estate and Rental and Leasing	26,362	1.4%		
Utilities	17,260	0.9%		
Management of Companies and Enterprises	16,954	0.9%		
Agriculture, Forestry, Fishing & Hunting	10,066	0.5%		
Mining	1,130	0.1%		



Top 4 Industries

General Medical and Surgical Hospitals

Offices of Physicians, ex. Mental Health

Nursing Care Facilities

Retail Trade

Supermarkets and Other Grocery Stores

Gasoline Stations w/ Convenience Stores

New Car Dealers

Manufacturing

Poultry Processing

Broadwoven Fabric Mills

Ball and Roller Bearing Manufacturing

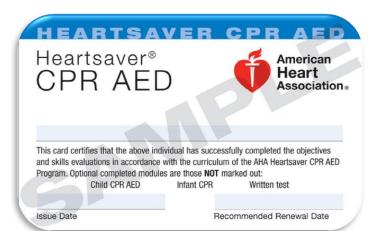
Accommodation and Food Services

Full-Service Restaurants

Limited-Service Restaurants

Hotels (except Casino Hotels) and Motels





Certificates for Online Jobs

Top 10 in SC (June, July & August 2014)

Certified Registered Nurse

Commercial Driver's License

Basic Life Support

Certification in Cardiopulmonary Resuscitation

Occupational Safety & Health Administration Certification

Licensed Practical Nurse

Top Secret Sensitive Compartmented Information

Advanced Cardiac Life Support

Basic Cardiac Life Support

Certified in Nursing Administration

7 of the top 10 requested certificates are healthcare-related

We can also get soft skills requested by employers...more on that later!

Jobs in the Future

Top 20 jobs with the most openings in SC (2012-2022)



Registered Nurses

Retail Salespersons

Combined Food Preparation and Serving Workers, Including Fast Food

Laborers and Freight, Stock, and Material Movers, Hand

Customer Service Representatives

Home Health Aides

Team Assemblers

Personal Care Aides

Heavy and Tractor-Trailer Truck Drivers

Nursing Assistants

Secretaries and Administrative Assistants, Except Legal, Medical, and Executive

Janitors and Cleaners, Except Maids and Housekeeping Cleaners

Construction Laborers

General and Operations Managers

Bookkeeping, Accounting, and Auditing Clerks

Office Clerks, General

First-Line Supervisors of Office and Administrative Support Workers

Carpenters

Elementary School Teachers, Except Special Education

Maids and Housekeeping Cleaners

Top 50 Jobs with the Most Openings in SC

Top 50 Projected Occupations in South Carolina, 2012-2022						
	2012 Est.	2022		, ,		
Occupation	Employment	Projected	Employment Change	in SC (\$)	Education/Experience/OJT*	Career Cluster
Registered Nurses	43,687	51,936	8,249	28.69	Associate's	Health Science
Retail Salespersons	68,462	75,148	6,686	11.50	< HS/GED+short OJT	Marketing
Combined Food Prep. & Serving Workers, Inc. Fast Food	43,643	50,183	6,540	8.47	< HS/GED+short OJT	Hospitality & Tourism
Laborers & Freight, Stock, & Material Movers, Hand	37,503	43,338	5,835	12.08	< HS/GED+short OJT	Transportation, Distribution & Logistics
Customer Service Representatives	38,724	44,165	5,441	14.31	HS/GED+short OJT	Business Management & Administration
Home Health Aides	10,731	15,722	4,991	9.40	< HS/GED+short OJT	Health Science
Team Assemblers	40 282	45 142	4 860	15.06	HS/GFD+moderate OIT	Manufacturing



See handout for complete list.

Declining Occupations

Top 20 Declining Occupations in SC, 2012-22

Textile Knitting and Weaving Machine Setters, Operators, and Tenders

Data Entry Keyers

Postal Service Mail Carriers

Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders

Sewing Machine Operators

Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic

Paper Goods Machine Setters, Operators, and Tenders

Switchboard Operators, Including Answering Service

Chemical Plant and System Operators

Postal Service Mail Sorters, Processors, and Processing Machine Operators

Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers

Textile Bleaching and Dyeing Machine Operators and Tenders

Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic

Postal Service Clerks

Fallers

Information and Record Clerks, All Other

Grinding/Lapping/Polishing/Buffing Machine Tool Setters/Operators/Tenders, Metal & Plastic

Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic

Meter Readers, Utilities

Mail Clerks and Mail Machine Operators, Except Postal Service



Educational Requirements for the Top 50 Jobs in SC

Education	#	%
High school diploma or GED	201	37.2%
Bachelor's	129	23.9%
Less than High School	61	11.3%
Doctorate and above	54	10.0%
Associate's	39	7.2%
Postsecondary	29	5.4%
Master's	23	4.3%
Some college, no degree	4	0.7%
All growing occupations	540	100.0%

48.8% of all growing occupations do <u>not</u> require classroom training beyond high school!



But remember, many of these occupations do not pay well because they do not require much education.

Jobs that require OJT

(from the top 50 occupations in SC)

- Bookkeeping/Accounting Clerks (\$16.18)
- Customer Services Reps (\$14.31)
- Retail Salespersons (\$11.50)
- Security Guards (\$12.81)





OJT jobs where a certificate will help...

Pharmacy Technicians (\$13.54)

Truck Drivers, Heavy/Tractor Trailer (\$18.71)

Medical Assistants (\$14.20)

Jobs that require
Postsecondary/
Career Training or
an Associate's
Degree



Registered Nurses (\$28.69)

Nursing Assistants (\$10.69)

HVAC Mechanics/Installers (\$18.86)

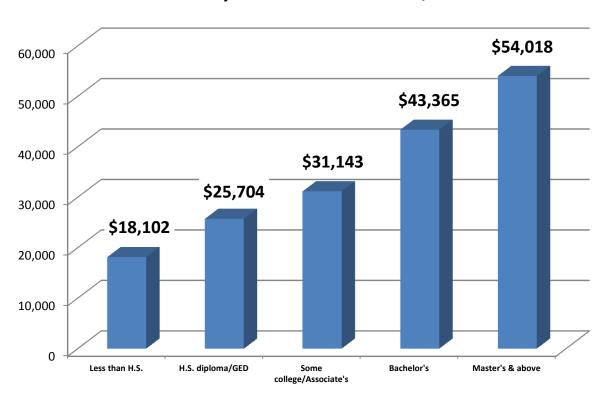
Licensed Practical Nurses (LPN) (\$18.59)

BUT...

The more you learn, the more you earn!!

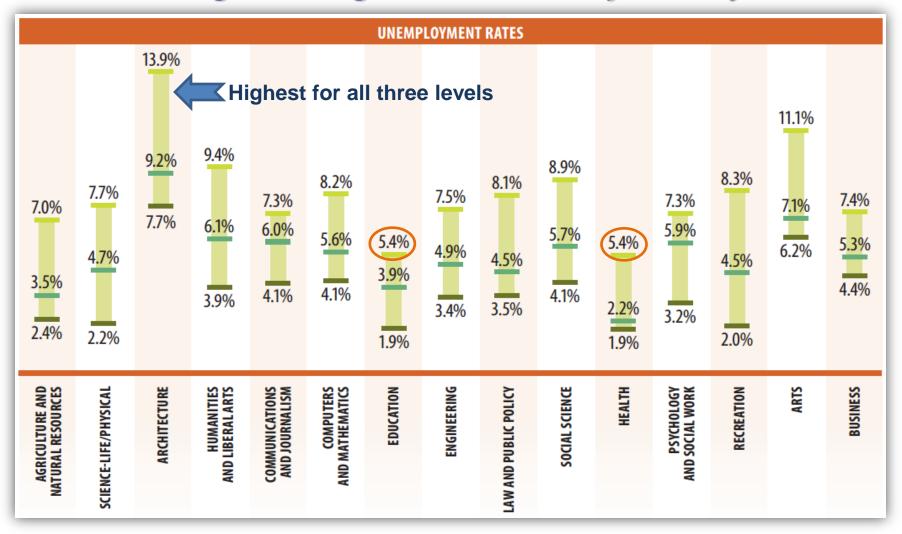


Income by Education Level in SC, 2012





Going to college? Think about your major!



←Recent College Grad: 22-26 years of age

← Experienced: 30-54 years

← Graduate: 30-54 years

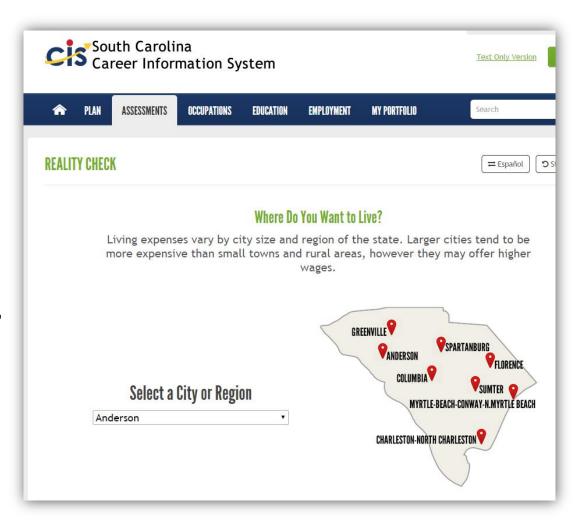
Full report and more specific data at: www.cgsnet.org/ckfinder/userfiles/files/Unemployment_ Final_update1.pdf, 2010

About the money...



Reality check!

- 1. Go to www.scois.net.
- 2. Log in.
- 3. Go to "Assessments"
- 4. Click on "Reality Check."
- 5. You are here →



An example from Reality Check...

- 1. Select the area of the state you want to live.
- 2. Select how much you think you will spend →
- 3. Select how much education you want and in what career cluster you are interested.
- 4. You will get a list of occupations for the area you selected using the expenses, education, and cluster you picked.

Housing/rent	\$	565	
Utilities	1		
Electricity	\$	135	
Heating	\$	75	
Cable	\$	70	
Internet	\$	40	
Cell Phone	\$	60	
Food	\$	385	
Transportation	\$	540	
Clothes	\$	75	
Health	\$	120	
Entertainment	\$	125	
Personal Care	\$	50	
Miscellaneous	\$	100	
Student Loans	\$	230	
Savings	\$	131	
TOTAL (each month)	\$.	2,701	
Annual Expenses	\$ 3	-	
Federal taxes			
State Taxes	\$	\$ 2,151	
Annual Salary Needed	\$4.	5,312	

The results...

These occupations meet <u>your education and training and career cluster</u> <u>preferences</u>, and pay enough to meet your required salary (\$36,713) for <u>Sumter</u>.

7 occupations

Architecture and Construction	Education Level	Wages	
Civil Engineers	4 years	\$50,670	0
Construction Managers	4 years	\$69,660	0
Cost Estimators	4 years	\$55,410	0
Geographic Information Systems Specialists	4 years	\$39,180	0
Interior Designers 1	4 years	\$37,300	0
Landscape Architects !	4 years	\$62,840	0
Surveyors 1	4 years	\$47,160	•

FYI: An annual salary can be divided by 2,080 to get an hourly rate.

In this example: \$36,713 / 2,080 = **\$17.65/hour**

Looking for Different Results?

Review Your Expenses

Perhaps you've selected a lifestyle that is too expensive for your occupation.

Review Your Expenses

Edit Your Education Level & Career Clusters

Expand your options. Include more education levels or career clusters.

Edit Your Preferences

Change Your City or Region

See what occupations are available elsewhere. Your salary and expenses may change.

Change City or Region

Indicates local data is not available so state or US data is shown.

Soft Skills Requested by Employers

Top 10 in SC (June, July & August 2014)

Oral and written communication skills Integrity

Customer service oriented

Team-oriented, teamwork

Microsoft Office

Detail oriented

Problem solving

Self-starting / Self-motivated

Organizational skills

Sales and operations planning





- Know the current employment situation in your area.
- Look at projections for occupations you don't necessarily need 4 years of college to get a well-paying job!
- Right now, the best occupations are in *Healthcare* and *Manufacturing*.
 Construction is also recovering, and *Business* and *mid-level Management* are always safe bets.
- Soft skills are vital!



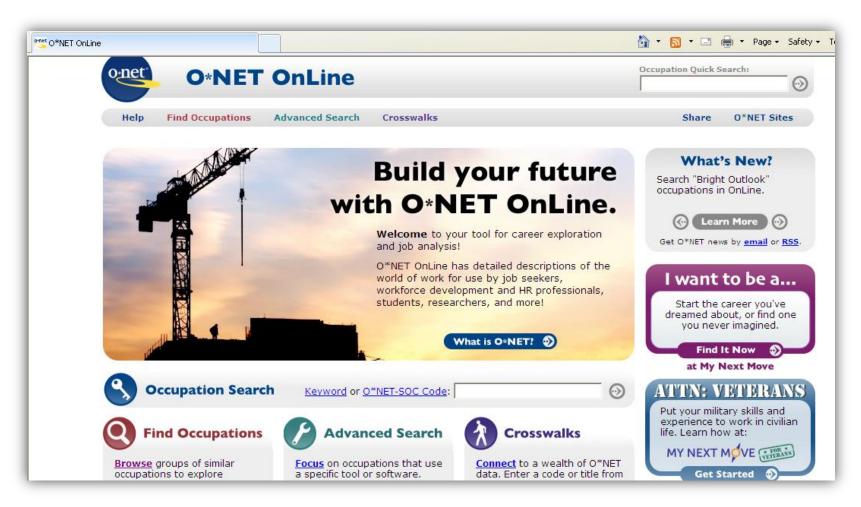
Where can we find more information?

www.onetonline.org
O*Net

www.scWorkforceInfo.com

SC Department of Employment and Workforce, Business Intelligence Department (BID)

www.onetonline.org









Industry

Accommodation

Summary Report for:

43-3031.00 - Bookkeeping, Accounting, and Auditing Clerks

3

Updated 2010

Bright Utlook

Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers.

Sample of reported job titles: Accounting Clerk, Accounting Assistant, Accounts Payables Clerk, Bookkeeper, Account Clerk, Accounts Payable Clerk, Accounts Receivable Clerk, Account Receivable Clerk, Accounts Payable Specialist, Accounting Associate

View report: Summary <u>Details</u> <u>Custom</u>

Tasks | Tools & Technology | Knowledge | Skills | Abilities | Work Activities | Work Context | Job Zone | Education | Interests | Work Styles | Work Values | Related Occupations | Wages & Employment | Additional Information

Community Profiles



Community Profiles (con't.)

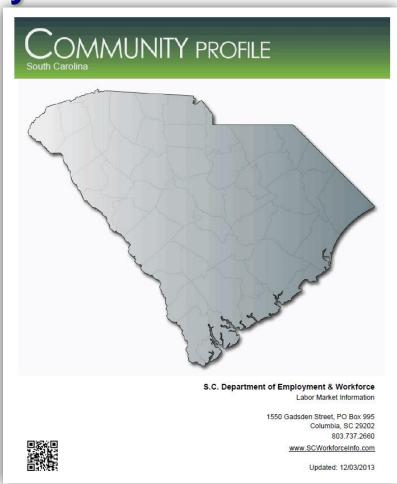
A profile of your area is only

three clicks away!

- 1. Click on "Community Profile Report."
- 2. Select your geographic area.
- 3. Click on "View Report."

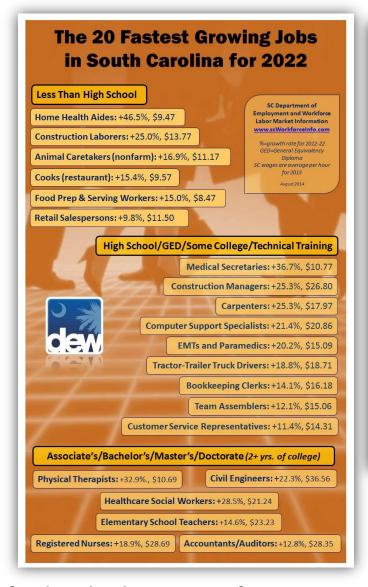
Comprehensive 20+page report contains:

- Economic Data
- Demographic Data
- Industry Data
- Occupational Projections Data
- Educational Data



Hands-on Tools







Free for download or printing from the BID website.



JOBSEEKERS:

INFORMATION IS POWER!

Do you have the information you need to find your next job?

What jobs are available?

If you want to see what jobs are open right now, go to https://jobs.scworks.org and start searching. Hot jobs for the future include many in the healthcare field (Registered Nurses, Physical Therapists, and Licensed Practical Nurses (LPNs)), teachers, and supervisors (Construction Office Cashiers and Food Preparation)

What companies are hiring?

You can find out what companies have the most job openings listed by going to www.scWorkforceInfo.com. In the list on the left, select "Area Specific Data," then "Jobs, Employers, and Candidates," and finally "Employer Data." The next step is to pick the location you want. That will give you a list of employers with job openings. Click on the number of jobs next to the company name and the actual job openings will come up.

What is a good wage for what I do?

How much does a job pay? You need to know so you can be sure you are being offered a decent wage. Go to www.sc/WorkforceInfo.com, and, in the list on the left, select "Employment & Wage Data," then "Occupation Data," and finally "Occupational Wages." The next step is to pick the location you want, the most recent year, and the occupation you are interested in. You can figure out the hourly wage by dividing the annual wage by 2,080.

How do I describe my skills on a resume? Your resume is like an advertisement for YOU! Make sure you know how to describe the skills you have. Go to mailto:skills-vou have. Go to <a href="mailto:skills-vou have for find your occupation. When you get to the "Summary Report," look at the "Knowledge" and "Skills" sections to find words to use on your resume to describe your previous work.

What jobs are similar to my previous job(s)?

Don't be scared if the job you had doesn't have any openings...your skills can still transfer to a similar or related job. To find out what those jobs are, go to www.ONETonline.org and use the "Browse" area to find your previous occupation. When you get to the "Summary Report," look at the "Related Occupations" section to find jobs that are similar and that your skills can be transferred to.

Do I need more training to get a job? Maybe you need to get more skills to work at a related job or maybe you need new training for a different job. You can find out what education you need by oging in www.sc/Workfore.info.com, and select "Occupation Specific Data" (from the list on the left), then "Education, Training & Work Experience," and finally "Education & Training Data." The next step is to pick the location you want, the most recent year, and the occupation you are interested in. It will give you a percentage of the education of people working in that job.

Where can I get training? Go to www.sc/WorkforceInfo.com and, in the list on the left, select 'Education & Training Data," then 'Training & Education Programs." Select the location and then type in the name of the training you need. You will get a list of training available at many of the schools/ colleges in your area, contact information, how long the training lasts, and how much they cost.

Provided by the Labor Market Information (LMI) Department of the SC Department of Employment & Workforce www.scWorkforceInfo.com

For an SC Works office near you, go to http://dew.sc.gov/about-offices.asp.

- Jobseekers
- Employers
- Educators

Coming Soon...

- Economic Development
- Entrepreneurs

QUESTIONS?





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Business Intelligence Department (803) 737-2714 or 737-2660

www.scWorkforceInfo.com

